STATE
TRAINING
ADVISORY
COUNCIL

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MISSOURI STATE
Training
Advisory COUNCIL
SUPPORTING THE DEVELOPMENT POTENTIAL OF THE STATE'S WORKFORCE

State Training Advisory Council
FY08 - 09 Year-End Report

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For State of Missouri Agency Directors

FY09 Leadership

Mechelle Matthews, Chair
Department of Higher Education

Roxy Flores, Co-Chair
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Beverly Struemph, Policy Committee Lead
Department of Social Services

Geri Wiseman, Training Trends & Initiatives Committee Lead
Missouri Lottery

Darlene Robinett, Communications Committee
Department of Revenue

Mission of STAC

The mission of Missouri State Government Training and Development Programs is to achieve proficient work skills, high productivity, and efficient management in Missouri state government by supporting the training and career growth of state employees in order to provide more effective services to the citizens of the state. The State Training Advisory Council (STAC) supports this mission and works to fulfill it.

Strategy

In order to achieve goals, STAC began the year by re-organizing five working committees to four working committees by consolidating to create specific missions and are as follows: Oversight, Communications, Training Trends and Initiatives, and Policy.

Year's Highlights – by Committee

Policy Committee: Completed a review and update of the *State Training Advisory Council (STAC) Charter* in an effort to provide continued direction and guidance to each STAC member and their respective agency. In accordance with the Code of State Regulations and the provisions of the State Management Training Rule, 1 CSR 20-6.010 (MTR), sub-committee members initiated a periodic review of the MTR to ensure it continues to meet the mission and needs of state agencies while providing direction for the growth and professional development of state supervisors, managers, and executives. To obtain additional information on the MTR's effectiveness, an electronic survey was sent to state agencies inquiring about the monitoring and tracking of training prescribed in the MTR, the value and/or continued applicability of each competency described in the MTR, and the frequency and type of sexual harassment prevention and diversity training conducted by the agency. Using the results of the survey

and information from STAC itself, a thorough review was completed of the MTR and changes made throughout. STAC submitted its proposed MTR changes to the Personnel Advisory Board (PAB) for approval. The PAB approved the changes, and the Rule was revised with an effective date of November 30, 2009.

Training Trends and Initiatives Committee: Coordinated presentations to STAC regarding the use of social media and technical training. During the year, the committee explored various e-learning formats as a way to use technology to reduce travel costs and reach a broader range of training participants – while at the same time considering a new generation of learners and learning preferences. There are many options available to utilize e-learning for training and development. Some of the webinar programs the committee researched were GoToWebinar, Adobe Connect and Webex – many of which are already being used by some agencies. Additionally, MyQuickCoach, an online coaching system consisting of brief 5 -7 minute videos on a variety of professional and personal development topics also represents a new way to learn online. One obvious advantage of e-learning and webinars is the reduction in travel expenses. There are a few disadvantages, such as computer and Internet requirements that may be cost prohibitive for some agencies. Because of different technology capabilities, requirements, and budgets, the committee determined that each agency should address e-learning options on an individual basis.

Communications Committee: Began the year by updating member information on the STAC website as needed. The updates were posted for each meeting as well as re-working a members list separate from a members voting list. The will be reviewing current STAC membership again in 2010 and will initiate at least one survey to inform state agencies about the work of STAC and encourage agencies without representation to identify an appropriate staff member.

Oversight Committee: Focused on organization of the STAC working committees to now include four (4) committees: Policy, Training Trends and Initiatives, Communication and Membership and Oversight. The previous Curriculum Development committee was integrated into the Training Trends and Initiative committee. The Management Training Rule was to be revised every five (5) years and STAC members worked together along with the Policy Committee to update, change, revise to present to the (PAB) Personnel Advisory Board recommended Rule changes. The Training Trends and Initiatives committee sent a questionnaire to agencies to obtain feedback on most used training programs regarding diversity, harassment discrimination and leadership training. The membership list for STAC website was continually updated as changes occurred. The Oversight Committee led the initiatives by overseeing work groups and contacting vendors/speakers for various presentations.

Parting Words from FY 08-09 Chair Mechelle Matthews

Each committee worked very hard in developing strategic plans for goals to meet. Responses from STAC members and agencies have been proven to be beneficial for everyone.

I see much networking is always needed to help each other with resources, surveys, gathering data and has been a rewarding experience as the STAC chair.

I congratulate all STAC members who worked harmoniously to meet the goals!